2013 CITY OF SAN JOSE – CAMP NEGOTIATIONS TENTATIVE AGREEMENT

UNION PROPOSAL #21 – CONTRACTING OUT

City Counterproposal:

ARTICLE (X) CONTRACTING OUT

(X) 1 The City agrees to meet and confer with the Union prior to contracting out work currently performed by bargaining unit members whenever such contracting out would result in material reduction of work done by bargaining unit members or would have significant adverse impact on bargaining unit work. It is agreed that position reductions, which result in lay-off of employees in the bargaining unit constitute significant impact on bargaining unit work.

FOR THE CITY:

Alex Gurza

Deputy City Manager

Date

6-25-13

FOR THE UNIONS:

Kara Capaldo

Interim President

CAMP, IFPTE, Local 21

Mike Seville

Business Agent

IFPTE, Local 21

^{*} This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.